

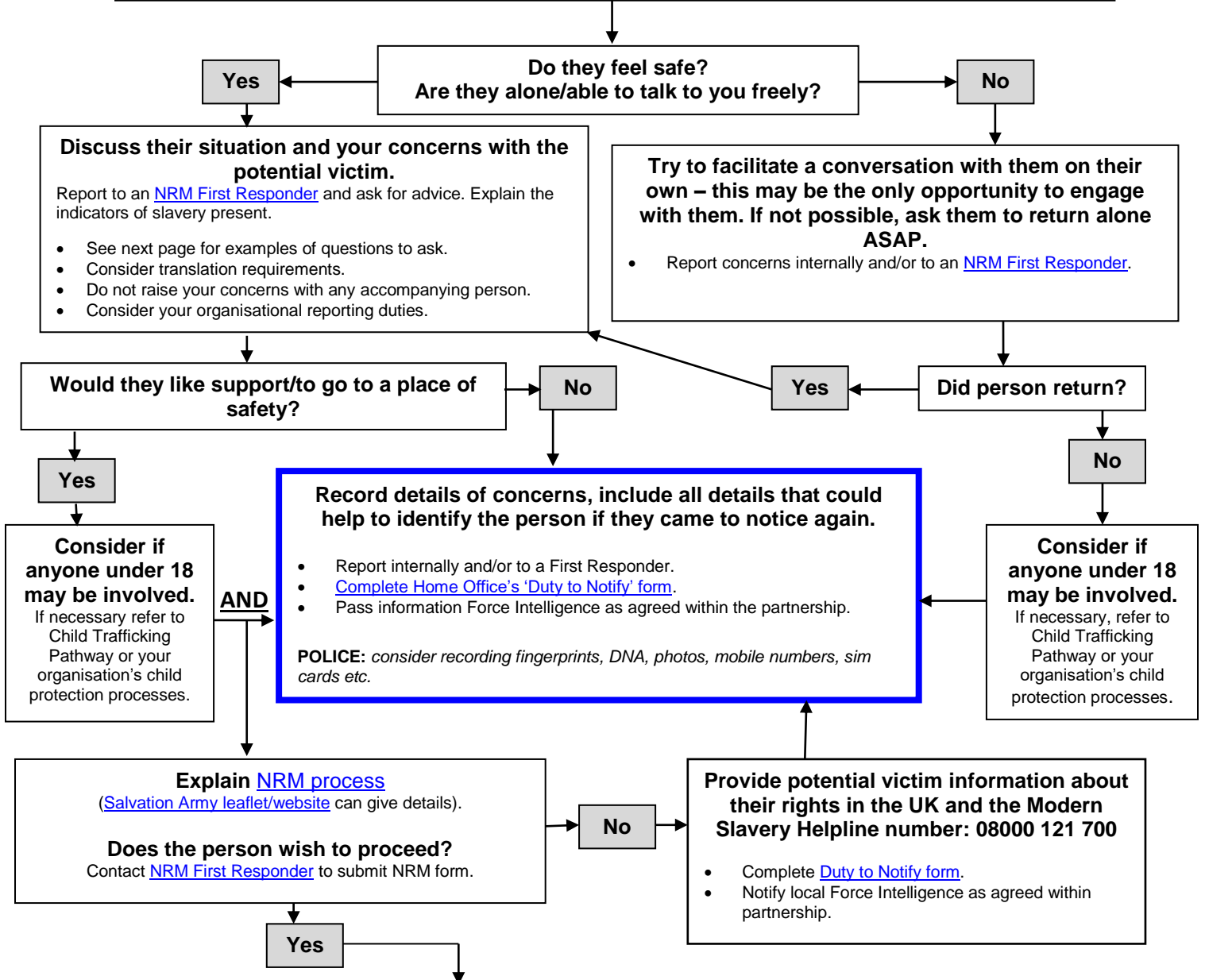
**Referral Pathway for all agencies who may encounter a potential victim  
of adult trafficking/slavery**

This Referral Pathway should be signposted within your organisation's  
**ADULT SAFEGUARDING POLICY**  
**Modern Slavery Helpline: 08000 121 700**

**Adult presents to service/identified on a visit**  
**Service suspects that person may be a potential victim of trafficking/slavery**

**Note:**

- If the person is at immediate risk call 999.
- Examples of indicators that may suggest trafficking or slavery can be found on the reverse of this document.
- You can discuss your suspicions with your organisation's Modern Slavery Champion or contact an [NRM First Responder](#)



**Only NRM First Responders can complete the [National Referral Mechanism \(NRM\) referral form](#) and call [Salvation Army 24/7](#) accommodation and immediate advice helpline – 0300 303 8151**

**Non-First Responder organisations** should record concerns on [the NRM referral form](#) and contact a First Responder or call Salvation Army 24/7 accommodation and immediate advice helpline – 0300 303 8151, where a referral can be completed.

**Local Contact Details:** *To be completed by each local authority*

Local Authority Area:

Safeguarding details:

Out of Hours details:

Police Contact:

## Referral Pathway for all agencies who may encounter a potential victim of adult trafficking/slavery

**Examples of indicators that may suggest a person is a victim of trafficking/slavery:**  
*Be aware that not all indicators may apply. Modern Slavery can affect all ages & genders.*

### GENERAL INDICATORS

1. Evidence of control over movement, either as an individual or as a group
2. Found in or connected to a type of location likely to be used for exploitation
3. Restriction of movement and confinement to the workplace or to a limited area
4. Doesn't know home or work address
5. Threats against the individual or their family members

### INDICATORS OF FORCED LABOUR\*

1. Dependence on employer for a number of services for example work, transport and accommodation
2. Any evidence workers are required to pay for tools, food or accommodation via deductions from their pay
3. Imposed place of accommodation

\*Please note these indicators may also apply to people who are self-employed, or are working through an employment agency. Use common sense to assess whether you believe a person to be in need of safeguarding.

### INDICATORS OF DOMESTIC SERVITUDE

1. No proper sleeping place or sleeping in shared space e.g. the living room
2. No private space
3. Forced to work in excess of normal working hours or being 'on-call' 24 hours per day
4. Never leaving the house without employer

### INDICATORS OF SEXUAL EXPLOITATION

1. Movement of people between brothels or working in alternate locations
2. Person forced, intimidated or coerced into providing services of a sexual nature
3. Person subjected to crimes such as abduction, assault or rape
4. Someone other than the potential victim receives the money from clients

**Examples of questions that may be helpful having a conversation with a potential victim of trafficking:**

- Would you know where your identity documents are kept and do you have free access to them?
- Is the work you're doing in this country the type of work you expected to be doing before you arrived here?
- Before you arrived here what were you told you'd be doing?
- If you wanted to could you leave when you choose to? If you left with me today would there be any consequences?
- Are you worried that someone may hurt you or your family if you don't do what they want?

**Note:** The above are not exhaustive lists and are there for guidance, don't ignore the obvious, e.g. someone tells you that they have been exploited. If in any doubt – continue with your referral.